

Clinical Experience – Evaluation Process Nursing & PSW Programs

Congratulations! You will be participating in the Clinical Evaluation process as one of the faculty selected by your Program Co-ordinator to engage in this multi-part process. We hope that you find the experience enlightening and developmental, and that it assists you by providing multi-perspective feedback. Clinical Instructors play a critical role in the learning process of Nursing and PSW students and this process is part of our attempt to ensure on-going excellence in our clinical experiences.

The process involves four primary steps:

- 1) Student Feedback – students complete an on-line survey that is administered by Fleming’s Data Research department. Results are provided to Clinical Instructors in a report format.
- 2) Self-Reflection – clinical instructors complete a self-reflection exercise using a guide that is provided. This may also be used to meet the requirements of CNO for your annual reflective practice.
- 3) Peer Review – you identify a peer who observes you in your Clinical Instructor role and provides you with feedback, using a guide that is provided.
- 4) Summarized Finding – this stage involves the examination of the feedback received, and should result in a 3-year PD plan being developed, highlighting your areas of strength and areas for further development.

Once the final step is complete, a copy of the feedback and your PD plan are to be sent to me, the Dean, School of EH&W. You must contact my office to set up an appointment to discuss your results and developmental plans with the Dean.

Attached is a document that summarizes the key elements of each of the four steps in the process and the key requirements at each step. The Clinical Evaluation process overview document is also attached and contains a full description of the process and necessary forms. All of these documents can be found on-line via the Fleming Human Resource website, under the “Clinical Evaluation” heading, at:

<https://department.flemingcollege.ca/hr/employee-groups/academic/faculty-evaluation>

We hope you enjoy this process and that it provides you with developmental feedback and the direction and support necessary to continue your successful career as a Clinical Instructor.

If you have any questions or concerns regarding the process, please don’t hesitate to contact me or your HR Consultant.

Carol Kelsey
Dean, School of Education, Health & Wellness